

AMENDED IN SENATE APRIL 21, 2014

SENATE BILL

No. 1087

Introduced by Senator Monning

(~~Coauthor:~~ *Coauthors: Assembly Member Members Gonzalez and Medina*)

February 19, 2014

An act to amend Sections 1684, 1685, 1690, 1690.1, 1694, 1695, 1695.5, 1695.55, 1696.2, 1696.5, and 1697 of the Labor Code, relating to farm labor contractors, and making an appropriation therefor.

LEGISLATIVE COUNSEL'S DIGEST

SB 1087, as amended, Monning. Farm labor contractors.

Existing law requires farm labor contractors to be licensed by the Labor Commissioner and to comply with specified employment laws applicable to farm labor contractors. Existing law requires farm labor contractors to pay license fees to the commission who, in turn, is required to deposit those fees into the Farmworker Remedial Account, which is a *Labor Commissioner*, and continuously appropriated special fund appropriates a portion of the fee revenues for enforcement and verification purposes. Under existing law, a person who violates farm labor contractor requirements is guilty of a misdemeanor punishable by specified fines, or imprisonment in the county jail for not more than 6 months, or both *misdemeanor*.

This bill would prohibit a license to operate as a farm labor contractor from being granted to a person who, within the preceding 3 years, has been found *by a court or an administrative agency* to have committed sexual harassment of an employee, or who, within the preceding 3 years, employed any supervisory employee whom he or she knew or should have known has been found *by a court or an administrative agency*,

within the preceding 3 years of his or her employment with the applicant, to have committed sexual harassment of an employee.

Existing law authorizes the Labor Commissioner to revoke, suspend, or refuse to renew a farm labor contractor's license under specified circumstances, including that the licensee or an agent of the licensee violated or failed to comply with certain laws.

This bill would additionally authorize the Labor Commissioner to revoke, suspend, or refuse to renew a farm labor contractor's license if the licensee has been found by a court or an administrative agency to have committed sexual harassment of an employee, or has employed a supervisory employee whom he or she knew or should have known has been found by a court or an administrative agency, within the preceding 3 years, to have committed sexual harassment of an employee.

This bill would increase the license fee paid by an applicant from \$500 to \$600, thereby making an appropriation. The bill would require the fee increase to be expended by the Labor Commissioner to fund the Farm Labor Contractor Enforcement Unit and the Farm Labor Contractor License Verification Unit. The bill would require an applicant to provide the names and addresses of all persons who performed specified services for him or her in the previous year, in order to be issued a license to act as a farm labor contractor. The bill would require ~~the employees~~ *each employee* of an applicant for licensure as a farm labor contractor to register as *a* farm labor contractor ~~employees~~ *employee* pursuant to federal law, if that registration is required under federal law. The bill would also increase the amount of the surety bond that is required to be deposited with the ~~commissioner~~ *Labor Commissioner* in order to be issued a license to act as a farm labor contractor by \$25,000 or \$50,000 based upon the size of the person's annual payroll, and require documentation of the payroll size. The bill would require that the bond be conditioned upon compliance with, and payment of all damages occasioned by failure to comply with, provisions prohibiting ~~sexual~~ *unlawful workplace* harassment, as specified.

Existing law requires an applicant for licensure as a farm labor contractor to have taken a written examination that demonstrates an essential degree of knowledge of current laws and regulations concerning farm labor contractors and authorizes the ~~commissioner~~ *Labor Commissioner* to charge a fee of not more than \$100 to cover the cost of administering the ~~exam~~ *examination*.

This bill would require that exam to cover laws and regulations concerning sexual harassment in the workplace. The bill would authorize

~~the commissioner~~ *Labor Commissioner* to consult with the Department of Fair Employment and Housing in preparing the ~~exam~~ *examination*. The bill would also increase the maximum amount the ~~commissioner~~ *Labor Commissioner* may charge for developing and administering the exam to \$200.

Existing law authorizes the ~~commissioner~~ *Labor Commissioner* to renew a license without requiring the applicant to take the examination if during the previous year the applicant has not been found to be in violation of specified laws and regulations, and meets other criteria.

This bill would include among those laws that the applicant must not have violated laws and regulations related to ~~sexual workplace~~ harassment.

Existing law requires an applicant for a license to act as a farm labor contractor to participate in at least 8 hours of educational classes each year.

This bill would increase the requirement to ~~46~~ 12 hours of classes and require that those classes include sexual harassment prevention training.

Existing law provides that it is a crime for an employer who has made withholdings from an employee's wages willfully or with intent to defraud to fail to remit the withholdings to the proper agency or to fail to make any required payments required.

This bill would authorize the ~~commissioner~~ *Labor Commissioner* to refuse to issue or renew the license until the amount of any delinquency under these provisions is fully paid.

Existing law requires every licensee to have a written statement ready for inspection stating the rate of compensation he or she receives from the grower and that he or she is paying to employees, as specified.

This bill would require that this statement ~~and any agreement with the grower or other farm labor contractor concerning the amount of the commission or the payment made to the licensee for services be provided to a current or former employee or the grower within 21 calendar days of a written request. The bill would make a licensee who fails to comply with this requirement subject to a civil penalty of \$750 recoverable by the employee or grower. The bill would further require a licensee to reduce to writing and maintain for 3 years a copy of any agreement with a grower or other farm labor contractor concerning the amount of the commission or payment made to the licensee for services and produce that agreement in response to a discovery request or subpoena, as specified.~~

Existing law requires a farm labor contractor to furnish, immediately upon request of any agricultural grower with whom the farm labor contractor has a contract to supply farmworkers, a payroll list of all the contractor's employees working for the grower, as specified.

This bill would additionally require the farm labor contractor to make the payroll list available to employees of the Division of Labor Standards Enforcement, as specified, and produce that payroll list in response to a discovery request or subpoena in any civil action or claim for unpaid wages or penalties brought by a current or former employee, as provided.

Existing law provides that any farm labor contractor who engages in farm labor contracting activities after his or her license has been suspended or revoked is punishable by a fine of not less than \$1,000 but not exceeding \$5,000, or by imprisonment for not less than 6 months and not more than one year, or both.

This bill would instead provide that any farm labor contractor who engages in farm labor contracting activities after his or her license has been suspended, revoked, or denied reissuance is punishable by a fine of not less than \$10,000, or by imprisonment for not less than 6 months and not more than one year, or both.

Existing law provides that any violation of these provisions is a ~~crime punishable by a fine of not more than \$1,000, or imprisonment in a county jail for not more than 6 months, or both~~ *misdemeanor*. Because this bill would change various provisions, the violation of ~~which, are crimes~~, *which are misdemeanors*, this bill would impose a state-mandated local program.

The California Constitution requires the state to reimburse local agencies and school districts for certain costs mandated by the state. Statutory provisions establish procedures for making that reimbursement.

This bill would provide that no reimbursement is required by this act for a specified reason.

Vote: majority. Appropriation: yes. Fiscal committee: yes.
State-mandated local program: yes.

The people of the State of California do enact as follows:

- 1 SECTION 1. Section 1684 of the Labor Code is amended to
- 2 read:
- 3 1684. (a) The Labor Commissioner shall not issue to any
- 4 person a license to act as a farm labor contractor, nor shall the

1 Labor Commissioner renew that license, until all of the following
2 conditions are satisfied:

3 (1) The person has executed a written application in a form
4 prescribed by the Labor Commissioner, subscribed and sworn to
5 by the person, and containing all of the following:

6 (A) A statement by the person of all facts required by the Labor
7 Commissioner concerning the applicant's character, competency,
8 responsibility, and the manner and method by which the person
9 proposes to conduct operations as a farm labor contractor if the
10 license is issued.

11 (B) The names and addresses of all persons, except bona fide
12 employees on stated salaries, financially interested, either as
13 partners, associates, or profit sharers, in the proposed operation as
14 a farm labor contractor, together with the amount of their respective
15 interests.

16 (C) A declaration consenting to the designation by a court of
17 the Labor Commissioner as an agent available to accept service
18 of summons in any action against the licensee if the licensee has
19 left the jurisdiction in which the action is commenced or otherwise
20 has become unavailable to accept service.

21 (D) The names and addresses of all persons who in the previous
22 calendar year performed any services described in subdivision (b)
23 of Section 1682 within the scope of his or her employment by the
24 licensee on whose behalf he or she was acting, unless the person
25 was employed as an independent contractor.

26 (2) The Labor Commissioner, after investigation, is satisfied as
27 to the character, competency, and responsibility of the person.

28 (3) (A) The person has deposited with the Labor Commissioner
29 a surety bond in an amount based on the size of the person's annual
30 payroll for all employees, as follows:

31 (i) For payrolls up to five hundred thousand dollars (\$500,000),
32 a fifty-thousand-dollar (\$50,000) bond.

33 (ii) For payrolls of five hundred thousand dollars (\$500,000) to
34 two million dollars (\$2,000,000), a one-hundred-thousand-dollar
35 (\$100,000) bond.

36 (iii) For payrolls greater than two million dollars (\$2,000,000),
37 a one-hundred-fifty-thousand-dollar (\$150,000) bond.

38 (B) For purposes of this paragraph, the Labor Commissioner
39 shall require documentation of the size of the person's annual
40 payroll which may include, but is not limited to, information

1 provided by the person to the Employment Development
2 Department, the Franchise Tax Board, the Division of Workers'
3 Compensation, the insurer providing the licensee's workers'
4 compensation insurance, or the Internal Revenue Service.

5 If

6 (C) *If* the contractor has been the subject of a final judgment in
7 a year in an amount equal to or greater than the amount of the bond
8 required, he or she shall be required to deposit an additional bond
9 within 60 days.

10 AH

11 (D) *All* bonds required under this chapter shall be payable to
12 the people of the State of California and shall be conditioned upon
13 the farm labor contractor's compliance with all the terms and
14 provisions of this chapter and subdivisions (j) and (k) of Section
15 12940 of, and Sections 12950 and 12950.1 of, the Government
16 Code, and payment of all damages occasioned to any person by
17 failure to do so, or by any violation of this chapter or of subdivision
18 (j) or (k) of Section 12940 of, or of Section 12950 or 12950.1 of,
19 the Government Code, or false statements or misrepresentations
20 made in the procurement of the license. The bond shall also be
21 payable for interest on wages and for any damages arising from
22 violation of orders of the Industrial Welfare Commission, and for
23 any other monetary relief awarded to an agricultural worker as a
24 result of a violation of this code or of subdivision (j) or (k) of
25 Section 12940 of, or Section 12950 or 12950.1 of, the Government
26 Code.

27 (4) The person has paid to the Labor Commissioner a license
28 fee of five hundred dollars (\$500) plus a filing fee of ten dollars
29 (\$10). However, ~~where~~ *when* a timely application for renewal is
30 filed, the ten-dollar (\$10) filing fee is not required. The license fee
31 shall increase by one hundred dollars (\$100), to six hundred dollars
32 (\$600), on January 1, 2015. The increased fee shall be expended
33 by the Labor Commissioner to fund the Farm Labor Contractor
34 Enforcement Unit and the Farm Labor Contractor License
35 Verification Unit. Notwithstanding Section 1698, no portion of
36 that increase shall be credited to the General Fund. The Labor
37 Commissioner shall deposit one hundred fifty dollars (\$150) of
38 each licensee's annual license fee into the Farmworker Remedial
39 Account. Funds from this account shall be disbursed by the Labor
40 Commissioner only to persons determined by the Labor

Commissioner to have been damaged by any licensee if the damage exceeds the amount of ~~the~~, *the* licensee's bond or the surety fails to pay the full amount of the licensee's bond, or to persons determined by the Labor Commissioner to have been damaged by an unlicensed farm labor contractor. In making these determinations, the Labor Commissioner shall disburse funds from the Farmworker Remedial Account to satisfy claims against farm labor contractors or unlicensed farm labor contractors, which shall also include interest on wages and any damages arising from the violation of orders of the Industrial Welfare Commission, ~~and for~~ any other monetary relief awarded to an agricultural worker as a result of a violation of this code. The Labor Commissioner may disburse funds from the Farmworker Remedial Account to farm labor contractors, for payment of farmworkers, ~~where~~ *when* a contractor is unable to pay farmworkers due to the failure of a grower or packer to pay the contractor. Any disbursed funds subsequently recovered by the Labor Commissioner pursuant to Section 1693, or otherwise, shall be returned to the Farmworker Remedial Account.

(5) The person has taken a written examination that demonstrates an essential degree of knowledge of the current laws and administrative regulations concerning farm labor contractors as the Labor Commissioner deems necessary for the safety and protection of farmers, farmworkers, and the public, ~~including, protections from including the identification and prevention of~~ sexual harassment in the workplace. To successfully complete the examinations, the person must correctly answer at least 85 percent of the questions posed. The examination period shall not exceed four hours. The examination may only be taken a maximum of three times in a calendar year. The examinations shall include a demonstration of knowledge of the current laws and regulations regarding wages, hours, and working conditions, penalties, employee housing and transportation, collective bargaining, field sanitation, and safe work practices related to pesticide use, including all of the following subjects:

- (A) Field reentry regulations.
- (B) Worker pesticide safety training.
- (C) Employer responsibility for safe working conditions.
- (D) Symptoms and appropriate treatment of pesticide poisoning.

(6) The person has registered as a farm labor contractor pursuant to the federal Migrant and Seasonal Agricultural Worker Protection Act (29 U.S.C. *Sec.* 1801 et seq.), when registration is required pursuant to federal law, and that information is provided by the person to the Labor Commissioner.

(7) ~~The~~ *Each of the* person's employees ~~have~~ *has* registered as a farm labor contractor employee pursuant to the federal Migrant and Seasonal Agricultural Worker Protection Act (29 U.S.C. *Sec.* 1801 et seq.) if that registration is required pursuant to federal law, and that information is provided by the person to the Labor Commissioner.

(b) ~~(4)~~ The Labor Commissioner shall consult with the Director of Pesticide Regulation, the Department of the California Highway Patrol, the Department of Housing and Community Development, the Employment Development Department, the Department of Fair Employment and Housing, the Department of Food and Agriculture, the Department of Motor Vehicles, and the Division of Occupational Safety and Health in preparing the examination required by paragraph (5) of subdivision (a) and the appropriate educational materials pertaining to the matters included in the examination, and may charge a fee of not more than two hundred dollars (\$200) to cover the cost of administration of the examination.

~~(2) In addition, the~~

(c) ~~The person must~~ *shall also* enroll and participate in at least ~~16~~ *12* hours of ~~relevant~~, *relevant* educational classes each year. The classes shall include sexual harassment prevention training. The classes shall be chosen from a list of approved classes prepared by the Labor Commissioner, in consultation with the persons and entities listed in ~~paragraph (1)~~ *subdivision (b)* and county agricultural commissioners.

~~(e)~~

(d) The Labor Commissioner may renew a license without requiring the applicant for renewal to take the examination specified in paragraph (5) of subdivision (a) if the Labor Commissioner finds that the applicant meets all of the following criteria:

(1) Has satisfactorily completed the examination during the immediately preceding two years.

(2) Has not during the preceding year been found to be in violation of any applicable laws or regulations including, but not limited to, Division 7 (commencing with Section 12501) of the Food and Agricultural Code, subdivisions (j) and (k) of Section 12940 of, and Section 12950 or 12950.1 of, the Government Code, Part 1 (commencing with Section 17000) of Division 13 of the Health and Safety Code, Division 2 (commencing with Section 200), Division 4 (commencing with Section 3200), and Division 5 (commencing with Section 6300) of this code, and Chapter 1 (commencing with Section 12500) of Division 6 of the Vehicle Code.

(3) Has, for each year since the license was obtained, enrolled and participated in at least eight hours of relevant, educational classes, chosen from a list of approved classes prepared by the Labor Commissioner.

(4) Has complied with all other requirements of this section.

SEC. 2. Section 1685 of the Labor Code is amended to read:

1685. No license to operate as a farm labor contractor shall be granted:

(a) To any person who sells or proposes to sell intoxicating liquors in a building or on premises where he operates or proposes to operate as a farm labor contractor.

(b) To a person whose license has been revoked within three (3) years from the date of application.

(c) To a person who, within the preceding three years, has been found by a court or an administrative agency to have committed sexual harassment of an employee. ~~For purposes of this section, "person" means any applicant or, or who, within the preceding three years, employed any crewleader, mayordomo, foreperson, or any other employee of the applicant whose duties include the supervision, direction, or control of any agricultural worker on behalf of the applicant whom the applicant knew or should have known has been found by a court or an administrative agency, within the preceding three years of his or her employment with the applicant, to have committed sexual harassment of an employee.~~

SEC. 3. Section 1690 of the Labor Code is amended to read:

1690. The Labor Commissioner may revoke, suspend, or refuse to renew any license if it is shown that any of the following have occurred:

1 (a) The licensee or any agent of the licensee has violated or
2 failed to comply with any of the provisions of this chapter.

3 (b) The licensee has made any misrepresentations or false
4 statements in his or her application for a license.

5 (c) The conditions under which the license was issued have
6 changed or no longer exist.

7 (d) The licensee, or any agent of the licensee, has violated, or
8 has willfully aided or abetted any person in the violation of, or
9 failed to comply with, any law of the State of California regulating
10 the employment of employees in agriculture, the payment of wages
11 to farm employees, or the conditions, terms, or places of
12 employment affecting the health and safety of farm employees,
13 which is applicable to the business, activities, or operations of the
14 licensee in his or her capacity as a farm labor contractor.

15 (e) The licensee, or any agent of the licensee, has failed to
16 comply with any provisions of the Vehicle Code pertaining to a
17 farm labor vehicle, as described in ~~Sections~~ *Section 322 and 323*
18 of the Vehicle Code, under the licensee's control, or has allowed
19 a farm labor vehicle under his or her control to be operated by a
20 driver without a valid driver's license and certificate required
21 pursuant to Section 12519 of the Vehicle Code.

22 (f) The licensee has been found, by a court or the Secretary of
23 Labor, to have violated any provision of the federal Migrant and
24 Seasonal Agricultural Worker Protection Act ~~(Chapter 20~~
25 ~~(commencing with Section 1801), Title 29, United States Code)~~
26 *(29 U.S.C. Sec. 1801 et seq.)*, provided that the licensee is required
27 to register as a farm labor contractor pursuant to federal law.

28 (g) The licensee *has been found by a court or an administrative*
29 *agency to have committed sexual harassment of an employee*, or
30 *has employed* any crewleader, mayordomo, foreperson, or any
31 other employee of the licensee whose duties include the
32 supervision, direction, or control of any agricultural worker on
33 behalf of the licensee, *whom the licensee knew or should have*
34 *known* has been found by a court or an administrative agency,
35 *within the preceding three years*, to have committed sexual
36 harassment of an employee.

37 SEC. 4. Section 1690.1 of the Labor Code is amended to read:

38 1690.1. (a) (1) If ~~any~~ a licensee fails to remit the proper
39 amount of worker contributions required by Chapter 4
40 (commencing with Section 901) of Part 1 of Division 1 of the

Unemployment Insurance Code, or the Employment Development Department has made an assessment for ~~such~~ unpaid worker contributions against the licensee that is final, the Labor Commissioner shall, upon written notice by the Employment Development Department, refuse to issue or renew the license of ~~such that~~ licensee until ~~such the~~ licensee has fully paid the amount of delinquency for ~~such the~~ unpaid worker contributions.

~~The~~

(2) *The* Labor Commissioner shall not, however, refuse to renew the license of a licensee under this section until the assessment for unpaid worker contributions is final and unpaid, and the licensee has exhausted, or failed to seek, his right of administrative review of ~~such that~~ final assessment, pursuant to Chapter 4 (commencing with Section 901) of Part 1 of Division 1 of the Unemployment Insurance Code.

(b) If any licensee fails to remit the amounts required by Section 227, the Labor Commissioner shall refuse to issue or renew the license of the licensee until the delinquent amount has been paid in full.

SEC. 5. Section 1694 of the Labor Code is amended to read:

1694. ~~When~~ *If* a licensee has departed from the state or has left the jurisdiction in which a violation of this chapter is alleged to have occurred with intent to defraud creditors or to avoid service of summons in any action brought under this chapter, service shall be made upon the surety as prescribed in the Code of Civil Procedure. A copy of the summons shall be mailed to the licensee at the last known post office address of his *or her* residence, as shown by the records of the Labor Commissioner. Service is complete as to the licensee, after mailing, at the expiration of the time prescribed by the Code of Civil Procedure for service of summons in the particular court in which suit is brought.

SEC. 6. Section 1695 of the Labor Code is amended to read:

1695. (a) Every licensee shall do all of the following:

(1) Carry his or her license and proof of registration issued pursuant to paragraph (8) with him or her at all times and exhibit the same to all persons with whom he or she intends to deal in his or her capacity as a farm labor contractor prior to so dealing.

(2) File at the United States Post Office serving the address of the licensee, as noted on the face of his or her license, with the office of the Labor Commissioner, and with the agricultural

1 commissioner of the county or counties in which the labor
2 contractor has contracted with a grower, a correct change of address
3 immediately upon each occasion the licensee permanently moves
4 his or her address. The address shall also be the mailing address
5 for purposes of notice required by the Labor Code or by any other
6 applicable statute or regulations respecting service by mail.

7 (3) Promptly when due, pay or distribute to the individuals
8 entitled thereto, all moneys or other things of value entrusted to
9 the licensee by any third person for this purpose.

10 (4) Comply on his or her part with the terms and provisions of
11 all legal and valid agreements and contracts entered into between
12 *the* licensee in his or her capacity as a farm labor contractor and
13 third persons.

14 (5) Have available for inspection by his or her employees and
15 by the grower with whom he or she has contracted a written
16 statement in English and Spanish showing the rate of compensation
17 he or she receives from the grower and the rate of compensation
18 he or she is paying to his or her employees for services rendered
19 to, for, or under the control of the grower. Upon written request,
20 the statement shall be provided to a current or former employee
21 or the grower within 21 calendar days. A licensee who fails to
22 comply with this paragraph is subject to a civil penalty of seven
23 hundred fifty dollars (\$750) recoverable by the employee or the
24 grower.

25 (6) Take out a policy of insurance with any insurance carrier
26 authorized to do business in the State of California in an amount
27 satisfactory to the commissioner, which insures the licensee against
28 liability for damage to persons or property arising out of the
29 licensee's operation of, or ownership of, any vehicle or vehicles
30 for the transportation of individuals in connection with his or her
31 business, activities, or operations as a farm labor contractor.

32 (7) Have displayed prominently at the site where the work is to
33 be performed and on all vehicles used by the licensee or his or her
34 employees or agents for the transportation of employees the rate
35 of compensation the licensee is paying to his or her employees for
36 their services, printed in both English and Spanish and in lettering
37 of a size to be prescribed by the Department of Industrial Relations.

38 (8) Register annually with the agricultural commissioner of the
39 county or counties in which the labor contractor has contracted
40 with a grower.

1 (9) Provide information and training on applicable laws and
2 regulations governing worker safety, including the requirements
3 of Article 10.5 (commencing with Section 12980) of Chapter 2 of
4 Division 7 of the Food and Agricultural Code, sexual harassment,
5 or regulating the terms and conditions of agricultural employment,
6 to each crewleader, foreperson, or other employee whose duties
7 include the supervision, direction, or control of any agricultural
8 worker on behalf of a licensee, or pursuant to, a contract or
9 agreement for agricultural services entered into with a licensee.

10 ~~(10) Upon written request, provide to a current or former~~
11 ~~employee within 21 calendar days, a copy of any written agreement~~
12 ~~with the grower or other farm labor contractor concerning the~~
13 ~~amount of the commission or the payment made to the licensee~~
14 ~~for services under the contract or agreement. If an oral agreement~~
15 ~~was made with the grower or other farm labor contractor~~
16 ~~concerning the amount of the commission or other services~~
17 ~~provided under the agreement, the licensee shall reduce the~~
18 ~~elements of the agreement to writing and, within 21 calendar days~~
19 ~~of a written request, provide a copy thereof to a current or former~~
20 ~~employee. A licensee who fails to comply with this paragraph is~~
21 ~~subject to a civil penalty of seven hundred fifty dollars (\$750)~~
22 ~~recoverable by the employee.~~

23 *(10) (A) Maintain copies of any contract or agreement for labor*
24 *or services entered into with a grower or other labor contractor*
25 *for a period of three years after the completion date of the contract,*
26 *make those contracts or agreements available to employees of the*
27 *Division of Labor Standards Enforcement in accordance with*
28 *subdivision (b) of Section 1174, and produce those contracts or*
29 *agreements in response to a discovery request or subpoena in any*
30 *civil action or any claim for unpaid wages or penalties under*
31 *Section 98 brought by a current or former employee.*

32 *(B) For the purposes of complying with this paragraph only,*
33 *the licensee may, in response to a subpoena or discovery request,*
34 *produce only the portions of the contract that show the amount of*
35 *the commission or other payment paid or promised to be paid to*
36 *the licensee for labor or services provided under the agreement*
37 *and the manner by which it is calculated.*

38 *(C) If an oral agreement for labor or services was made with*
39 *the grower or other farm labor contractor, the licensee shall reduce*
40 *the elements of the agreement to writing showing the amount of*

1 *the commission or other payment paid or promised to be paid to*
2 *the licensee for labor or services provided under the agreement*
3 *and the manner by which it is calculated. This document shall also*
4 *be maintained for a period of three years, made available to*
5 *employees of the Division of Labor Standards Enforcement, and*
6 *be produced in response to a subpoena or discovery request as*
7 *otherwise provided in this paragraph for written contracts or*
8 *agreements.*

9 (b) The board of supervisors of a county may establish fees to
10 be charged each licensee for the recovery of the actual costs
11 incurred by commissioners in the administration of registrations
12 and change of address and the issuance of proofs of registration.

13 SEC. 7. Section 1695.5 of the Labor Code is amended to read:

14 1695.5. (a) Every farm labor contractor, upon request of any
15 agricultural grower with whom he or she has a contract to supply
16 farmworkers, shall immediately furnish the grower with a payroll
17 list of all the contractor's employees working for the grower.

18 (b) The payroll list shall be on a uniform form approved by the
19 Labor Commissioner, which shall include, but not be limited to,
20 the employee's name, social security number, permanent and
21 temporary address, telephone number, and length of employment
22 with the grower.

23 (c) The requirements of this section are in addition to any
24 requirements of federal law, including the federal Migrant and
25 Seasonal Agricultural Worker Protection Act—(Chapter 20
26 (commencing with Section 1801), Title 29, United States Code)
27 (29 U.S.C. Sec. 1801 et seq.).

28 ~~(d) A current or former employee asserting a failure of the farm~~
29 ~~labor contractor to comply with a provision of this code, upon~~
30 ~~written request, shall receive within 21 calendar days a complete~~
31 ~~and accurate copy of a payroll list of all of the contractor's~~
32 ~~employees covering the inclusive dates of his or her employment.~~
33 ~~A licensee who fails to comply with this paragraph is subject to a~~
34 ~~civil penalty of seven hundred fifty dollars (\$750) recoverable by~~
35 ~~the employee.~~

36 (d) *A farm labor contractor shall make the payroll list available*
37 *to employees of the Division of Labor Standards Enforcement in*
38 *accordance with subdivision (b) of Section 1174 and produce that*
39 *payroll list in response to a discovery request or subpoena in any*

1 *civil action or claim for unpaid wages or penalties brought by a*
2 *current or former employee under Section 98.*

3 SEC. 8. Section 1695.55 of the Labor Code is amended to read:

4 1695.55. (a) Every person acting in the capacity of a farm
5 labor contractor shall provide any grower with whom he or she
6 has contracted to supply farmworkers a payroll record for each
7 farmworker providing labor under the contract. The payroll record
8 shall include a disclosure of the net and gross wages, total hours
9 worked, and total hourly and piece rate earnings for each
10 farmworker.

11 (b) Each grower entering into a contract with a farm labor
12 contractor shall retain a copy of the payroll record provided by the
13 contractor for a period of three years after the contract has ended.

14 SEC. 9. Section 1696.2 of the Labor Code is amended to read:

15 1696.2. All vehicles used by a licensee or his or her employees
16 or agents for the transportation of individuals in his or her
17 operations as a farm labor contractor shall have displayed
18 prominently at the entrance of ~~such~~ *the* vehicle the name of the
19 farm labor contractor and the number of his or her license as issued
20 by the Labor Commissioner pursuant to this chapter.

21 SEC. 10. Section 1696.5 of the Labor Code is amended to read:

22 1696.5. Every licensee shall, at the time of each payment of
23 wages, which shall be not less often than once every week as
24 required by Section 205 of this code, furnish each of the workers
25 employed by him or her either as a detachable part of the check,
26 draft, or voucher paying the employee's wages, or separately, an
27 itemized statement in writing that complies with the requirements
28 of subdivision (a) of Section 226 and shows in detail each
29 deduction made from the wages.

30 SEC. 11. Section 1697 of the Labor Code is amended to read:

31 1697. (a) Any person who violates this chapter, or who causes
32 or induces another to violate this chapter, is guilty of a
33 misdemeanor punishable by a fine of not more than one thousand
34 dollars (\$1,000), or imprisonment in the county jail for not more
35 than six months, or both.

36 (b) Any employee aggrieved by any violation of this chapter,
37 other than acts and conduct also proscribed by Sections 1153,
38 1154, and 1155, may do all of the following:

39 (1) Bring a civil action for injunctive relief or damages, or both,
40 against a farm labor contractor or unlicensed farm labor contractor

1 who violates this chapter and, upon prevailing, shall recover
2 reasonable attorney's fees and costs, including expert witness fees.

3 (2) Enforce the liability on the farm labor contractor's bond.

4 (c) Any farm labor contractor who engages in farm labor
5 contracting activities after his or her license has been suspended,
6 revoked, or denied reissuance is guilty of an offense punishable
7 by a fine of not less than ten thousand dollars (\$10,000), or by
8 imprisonment for not less than six months and not more than one
9 year, or both.

10 SEC. 12. No reimbursement is required by this act pursuant to
11 Section 6 of Article XIII B of the California Constitution because
12 the only costs that may be incurred by a local agency or school
13 district will be incurred because this act creates a new crime or
14 infraction, eliminates a crime or infraction, or changes the penalty
15 for a crime or infraction, within the meaning of Section 17556 of
16 the Government Code, or changes the definition of a crime within
17 the meaning of Section 6 of Article XIII B of the California
18 Constitution.